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ABSTRACT

The Social Science Research Council's committee report on personality change in the middle years of the human life cycle and a bibliographic listing of papers relating to the middle years comprise this document. The committee's interest and activity focus on the chronological age period from 40 to 60 years and are directed toward information exchange, committee meetings with guest participation, and seminars. The intent of the committee is two-fold: first, to fill a gap in research on the human life cycle and, second, to respond to social patterns and policy issues that have emerged in the 1970s. Committee achievements include serving as an information center, defining the field of inquiry, contacting international scholars, and participating in international conferences. Topics of committee discussions and seminars include stress symptoms, midlife crisis, death and social time, interaction between work and personality, women in midlife, career analysis, life roles, life cycle, social support, and life cycle aspects of earnings. The bulk of the report is a 33-page listing of papers received by the committee on psychological, physical, occupational, medical, educational, and social aspects of the middle years. (Author/DB)

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Social Science Research Council

COMMITTEE ON WORK AND PERSONALITY IN THE MIDDLE YEARS

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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Progress Report: June 1, 1974 to October 1, 1976

Background and Rationale

The "middle years" period is a largely unexplored phase of the human life cycle, receiving relatively little attention from students of human development who have tended to concentrate on childhood, adolescence, or old age. For example, there are no major research institutes devoted to the middle years in contrast to the other periods in the life cycle. Contrary to the view that this a stable period of life, the Council's Committee on Work and Personality in the Middle Years believes that it may encompass major life challenges and may be for many a time of sweeping personality changes.

Given the new social patterns and policy issues that have emerged in the 1970s, this seems a highly appropriate time for the social sciences to focus on the middle years. Increasing numbers of people are retiring early, are changing to second careers, and are obtaining education in midlife. Increasing numbers of women are entering or reentering the labor market in the middle years. Social science knowledge is needed to illuminate the policy issues that are accompanying these trends and to provide the basis for constructive social planning in connection with them. While it is clearly much too early to delineate many protocols for social intervention, a better understanding of the middle years may well point to interventions in various occupational groups to facilitate personal and organizational goals. Conceivably, these might take the form of shifts in the distribution of income and security levels in the career trajectory, provisions for occupational sabbaticals, or shifts in occupations for both blue and white collar workers.

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Definitions of middle age differ, depending on whether biological, chronological or self-perceptive criteria are employed. Social definitions of what it means to be "middle aged" are not tied closely to chronological age and they vary by social class. Blue collar workers, for example, typically say that middle age comes earlier than do white collar workers. This may be explained by different achievement trajectories, including differences in the age of peak income and security attainment. In addition to occupation, variations in the sense of mastery and control over life and in the degree to which achievement in work shapes one's sense of self may also influence how middle age is defined.

For its purposes, the committee has defined middle age as the chronological age period from 40 to 60. While developmental events do not always parallel these years, the period captures

most of the personality and work interactions of significance to the committee.

Work and the Middle Years

The study of transitions between work and nonwork is particularly appropriate to a research program concerned with the middle years, because an occupational career is best understood as a sequence of work roles that differ from each other and that differ in relationship to the nonwork aspects of life. In terms of time demands, the work role increases in young adulthood, either gradually or abruptly, and, for men, is generally sustained over the succeeding decades at the culturally decreed 35 or 40 hours per week. For women, the pattern is more complex and has probably been more affected by social change. Both men and women, however, are likely to hold numerous jobs, and both have life patterns in which work is likely to show a period of dominance, more or less prolonged, among other major life activities. To understand what it means to mature and grow old in our culture, one must study the changing sequence of work prescriptions and opportunities, the choices and compulsions connected with them, and their consequences.

Midlife crisis. A joint focus on the middle years and on work may provide a fruitful approach to several research topics. One of these is the "midlife crisis." The statistical, clinical, and anecdotal evidence suggests that the special stresses of the middle years take their toll, as well as produce growth, and that work is significantly involved in this process. There is, however, considerable disagreement about the characteristics of the midlife crisis, about its causes, and about how widespread an occurence it is. The crucial theoretical issue is the degree to which midlife changes in personality, stressful or not, lie within the maturational process of aging per se or are stimulated by specific, external environmental experiences.

Personal identity. In addition to its potential relationship to "midlife crises," work deserves careful attention as a contributor to personal identity, especially during the midlife period. Such issues as the role of work in self-esteem; the differential impact of work on identity for different social groups, cultures, and historical time periods; individual preferences for the allocation of time between work and leisure; and the consequences of voluntary career changes in the middle years fall within this research domain.

Career trajectories and career changes. The patterning of work-role changes over time -- in terms of their sequence and timing -- may be as important as particular occupations in understanding the relationships between work and personality. The research questions here include the consequences of "midcareer changes" and "second careers" for personal identity; social and psychological determinants of particular career trajectories; the influence of labor market characteristics on occupational

careers; and, fundamentally, means of conceptualizing and measuring career trajectories.

Influences of cohort, aging, and period. The picture becomes especially complex when changes in work, personality, and aging are considered over time and in relationship to economic, demographic, and/or technological changes in society. Many or perhaps all of the questions relating personality and work require a disentangling of chronological age influences from generational or cohort influences, since each generation matures in a different demographic, economic, and technological environment. The trend towards prolonging education and delaying entry into the labor force, for example, may well be changing traditional career achievement trajectories by compressing the length of the work life. Such changes in work-nonwork cycles in the life span may affect the relationships among work, personality, and age.

The Committee

With these kinds of issues and concepts in mind, the Committee on Work and Personality in the Middle Years was appointed by the Social Science Research Council in September 1972. During the following year, the committee held two meetings -- in February and October -- to work out basic theoretical positions and modes of procedure, incorporating these in a description of proposed activities that served also as a proposal for funding. Beginning in the summer of 1974, the National Institute of Mental Health provided funds extending to June 1977 for general committee activities, and the National Institute for Child Health and Human Development (subsequently the National Institute on Aging) has supported on a contract basis four study groups in 1975-1976.

Noting that much of the existing work on the middle years is uncoordinated, with many theoretical and practical questions remaining to be addressed, the committee's first goal is the encouragement of efforts at organizing the field and at appraising the current state of knowledge. The committee recognizes that the development of this field must draw upon many areas of the social sciences, since fundamental questions about work productivity and career trajectories, the use of human resources, personality change through the life span, and changes in age-specific role expectations are involved. Consequently, the committee is emphasizing an interdisciplinary approach in the hope of generating theoretical questions about the midlife period that might provide new leads across disciplinary boundaries.

Progress Report

As a means of encouraging research on the middle years, the committee has developed three lines of attack: information exchange, committee meetings with guest participation, and study groups or seminars on selected topics.

Exchange of Information

The committee's intention is to serve as a center for the exchange of information among the increasing numbers of social scientists working in the area. Accordingly, it has been developing both American and international contacts with scholars professionally interested in the midlife period. In 1973, information about the committee was sent to an initial list of 75 social scientists known to have such interests. As knowledge about the committee spread and as the committee has learned more about who is active in the area, this list grew to over 200 correspondents. Copies of the list as well as the committee's annual reports were distributed to these 200 correspondents in September 1974. As the result of an article about the committee's activities, which appeared in Items, September 1975, many additional persons were added to the list. Updated and corrected lists of about 275 individuals were distributed in January 1976 and of about 350 individuals in October 1976.

In addition to creating a list of scholars, the committee has compiled a bibliography of research memoranda, working papers, and other unpublished as well as published manuscripts. The bibliography has been distributed to the committee's correspondents, and the committee plans to continue to update and distribute the bibliography as warranted.

Reports and summaries of the committee's goals and activities have been published in SSRC Items, the APA Division 20 Newsletter, and in ASA Footnotes. The purpose of these reports is to make known the availability of committee documents and to solicit information about the current activities of social scientists working in the area. As a result of these reports, the committee has received letters from about 200 scholars and persons in policy-making positions.

The committee staff has visited four universities with active research programs on lifespan development in order to (1) obtain information about current and planned research projects and to (2) inform researchers about the committee's activities. During the course of the trip, the staff met with approximately thirty researchers at the University of California's Berkeley, San Francisco, and Los Angeles campuses and at the University of Southern California. A written report was prepared for the committee.

Thematic Committee Meetings

Most of the committee's meetings have combined a business session along with a session organized around a specific theme. With the participation of invited scholars, these meetings serve as an informal forum for presenting new ideas, reporting current research, and exchanging insights into shared intellectual problems. Over the past two years, seven thematic meetings have been held by the committee, and an eighth is planned for February 1977.

Stress symptoms. The theme of the February 1974 meeting was the epidemiology of stress symptoms. The committee's guests were David C. Glass, University of Texas; Morton Kramer, National Institute of Mental Health; J. R. Newbrough, George Peabody College; Harvey Ficker, Columbia University; and Richard Redick, National Institute of Mental Health. Messrs. Kramer and Redick gave a presentation on "Epidemiological Indices in the Middle Years," in which they discussed the psychiatric, medical, and social correlates of midlife casualties, particularly with respect to depression. Data on midlife depression were specifically contrasted with adolescent and senescent depression. Presentations were also made by Mr. Glass on the "Behavioral Antecedents of Coronary Heart Disease" and by Mr. Newbrough on community change, stress, and the quality of life. (The commissioned paper by Messrs. Kramer and Redick is available upon request. Write to Ronald P. Abeles at SSRC.)

Midlife crisis. The June 1974 meeting focused on the midlife crisis. Featured was the presentation by Daniel J. Levinson, Yale University, and his colleagues on their current study of the psychosocial development of American males. Discussions followed by John A. Clausen, University of California, Berkeley; Charlotte Darrow, Yale University; David Gutman, University of Chicago; Beatrix Hamburg, Stanford University; Maria Levinson, New Haven, Connecticut; and David Pearl, National Institute of Mental Health.

Death and social time. Death and the concept of social time were the topics considered at the committee's October 1974 meeting. Bernice Neugarten, University of Chicago, discussed her past work on the concepts of being "on time" and "off time" in life-span development and her present work on the middle-aged. She noted the changing demographic composition of American society and outlined some of the psychological, sociological, and policy implications of these changes. John W. Riley, Jr., Equitable Life Assurance Society of the United States, presented new data on the changing meaning of death to individuals and their perceptions of death with special reference to middle-aged persons. Other participants in the meeting were John Flanagan, American Institutes for Research; Beatrix Hamburg, Stanford University; Lee A. Lillard and Robert T. Michael, both of the National Bureau of Economic Research (Stanford).

Interaction between work and personality. The committee's February 1975 meeting, which was organized as a small conference on the interaction between work and personality, heard from seven speakers. Alex Inkeles, Stanford University, discussed his research in six developing countries on changes in adult personality towards "modernity" as the result of participation in factory work and in farm cooperatives. David W. Plath, University of Illinois, reported on life-course trends during the middle years in modern Japan and on changing patterns of self-awareness in middle age as shaped by changes in one's circle of intimate others. Melvin Kohn, National Institute of Mental Health, summarized his

recent research on the effects of occupational experience on psychological functioning with particular attention to intellectual flexibility.

In addition, Roger Gould, Santa Monica, California, discussed the evolution of male and female personalities during the ages of 30 to 50 from a psychoanalytic perspective and indicated how personality belief systems interact with the external reality of the world of work. George H. Pollock, Institute for Psychoanalysis (Chicago), reported on several projects of the Institute and on his own clinical study of the mourning process. He focused in particular on the relationship of the mourning process to creativity and to adaptations in the second half of life. Janet Z. Giele, Radcliffe Institute, discussed the apparent move away from dual, sex-typed occupational and family social structures in industrial societies, as well as the formation of new work and family patterns for men and women. She emphasized that current research has focused mainly on males and such psychological characteristics as sense of personal efficacy and cognition to the neglect of more affective and affiliative behavior. Eugene S. Schneller, Duke University, summarized his research on second careers and career trajectories among "medical lawyers." He suggested that work was needed on a theory of commitment that accounts for both encumbency and change in occupations. Albert D. Biderman, Bureau of Social Science Research (Washington, D.C.); Raymond L. Hall, Dartmouth College; Robert Higgins, The Burden Foundation; Joyce Lazar, National Institute of Mental Health; Carol Ryff, Foundation for Child Development; and M. Brewster Smith, University of California, Santa Cruz, participated in these discussions along with the speakers and members of the committee.

Women in midlife. At the June 1975 meeting, the committee and its guests discussed women in midlife. Michelle Rosaldo, Stanford University, raised several questions centering around cultural, historical, and gender differences in conceptualizing the life cycle and the self through the life cycle. She also pointed to questions about different historical and cultural conceptualizations of work and careers. Hilda Kahne, Radcliffe Institute, considered current economic trends in American society and how changing occupational roles for women and men will be affected by these trends. She predicted that the women's movement will probably have differential impact upon women in terms of their current location in the life cycle. Francine Blau, University of Illinois at Urbana-Champaign, emphasized the need to consider both men and women in studying the midlife period as a means of testing the limits and generalizability of existing theories. In addition, she focused on the need for research on occupational segregation along sex lines. Myra Strober, Stanford University, discussed questions dealing with occupational choices and opportunities open to women in the middle years who are entering or reentering the job market.

On a different topic, Neil J. Smelser, University of California, Berkeley, outlined his developing interests in researching the middle years simultaneously from sociological and psychoanalytic perspectives. He presented some exploratory ideas about differential social contours of the individual's life cycle and about institutional changes resulting from differences in the size and composition of successive cohorts. In addition to Mr. Smelser, other participants in the meeting were Susan M. Ervin-Tripp, Center for Advanced Study in the Behavioral Sciences (Stanford); Laurie M. Ganschow, American Institutes for Research; and Beatrix Hamburg, Stanford University.

Longitudinal, cross-cultural, and historical studies. The October 1975 meeting was organized around the theme of cross-cultural, longitudinal, and historical research on the middle years. Mr. LeVine discussed changes in the typical life course of successive cohorts of Gusii males in Kenya during pre-colonial, colonial, and post-colonial historical periods. Changes in the socioeconomic structure of Gusii society were related to alterations in the life-goals and values of Gusii males. (A copy of his commissioned paper is available upon request.)

Mr. Baltes introduced the topic of longitudinal studies of the life cycle by noting, among other problems, current methodological and conceptual difficulties in the measurement of change over time. K. Warner Schaie, University of Southern California, reviewed his research program on changes in the intellectual functioning of individuals as they age and his attempts to isolate cohort and ontological effects. William Owens of the University of Georgia discussed his efforts to obtain retrospective life histories of college students and to locate distinctive life history patterns that predict the individual's life course. In his discussion of the preceding speakers, Klaus F. Riegel, University of Michigan, considered the need to study simultaneously both individual and social change within a dialectic model of change.

Glen H. Elder, Jr., University of North Carolina, offered four heuristic models of current longitudinal and historical research for the group's consideration. He suggested that a multidimensional approach emphasizing the synchronization and intersection of various life pathways (e.g., working careers, family life) as the most fruitful. Tamara Hareven, Clark University, discussed her historical study of the life cycle in newly industrialized New England towns during the 19th century. She noted the importance of examining local events in addition to broad historical trends as potential influences on the life course of successive cohorts.

Other participants at the October 1975 meeting were: Paul J. Andrisani, Temple University; Margaret Baltes, Pennsylvania State University; David C. Glass, Russell Sage Foundation, and Ann Higgins-Trenk, Foundation for Child Development.

Stress and coping. The theme for the June 1976 meeting reflected the committee's continuing interest in the role of physiological, psychological, and social stress in the middle years. Mr. Hamburg opened the discussions by describing the existing empirical knowledge about hormonal changes in adult men and women. He pointed out that little is known about hormonal changes, especially in men, during the middle years. Gerald L. Klerman, Massachusetts General Hospital, discussed psychological depression during the middle years, first in terms of classical psychoanalytic conceptualizations, and then described his view of depression as an adaptive behavior pattern present in many animal species. Bruce P. Dohrenwend, Columbia University, described several research projects attempting to link various life stresses to symptoms of psychological and psychosomatic disorders. Barbara S. Dohrenwend, City University of New York, expanded upon the relationship between stressful events and psychological and psychosomatic disorders by noting the need for investigations of age-linkages to particular stressful events. She pointed out that little information is available about the sequence of stressful and non-stressful events that people experience and about variations in these sequences within various social groups. Morton Kramer, National Institute of Mental Health, presented information about changes in the population of mental hospitals and in institutional arrangements for the treatment of the mentally ill, with special attention to the consequences of these changes for the middle-aged. Richard Redick, National Institute of Mental Health, reported on changes in the demographic characteristics of the middle-aged in the United States over the past decade. Other participants in the discussions were David C. Glass, Russell Sage Foundation; James N. Morgan, University of Michigan; and Joan M. Waring, Russell Sage Foundation.

Study Groups and Seminars

Opportunities for longer and more intense discussion of specific topics have been provided in study groups organized by committee members. These groups meet usually for two to three days and are not part of the committee's regular meetings.

Secondary analyses. A small study group consisting of Mathew Greenwald (chairman), Institute of Life Insurance (New York); Rayman Bortner, Pennsylvania State University; and Gertrude Lewis, Rutgers University, reported on the availability of longitudinal panel surveys for secondary analysis in regard to aging. The study group met with program directors and staff at the University of Michigan's Institute for Social Research, reported on the content and condition of several data sets, and made recommendations for possible analyses of these data. (Copies of their report are available upon request.) The committee intends to investigate additional social science data archives for possibilities of secondary analyses concerning the middle years and to publicize their availability.

"The middle-aged: Past, present, and future." Under the direction of Matilda White Riley, a study group concerned with the differences between middle-aged cohorts and their predecessors and successors with regard to size, historical background, educational level, cognitive performance, and similar characteristics met at Bowdoin College in July 1974. The five-day meeting attempted to stimulate thinking and research on the impact of these differences on relationships within and between age strata and on disordered cohort flow.

"Life cycle aspects of earnings and labor supply." Another study group, under the direction of Victor R. Fuchs, Lee A. Lillard, and Robert T. Michael, all of the National Bureau of Economic Research (Stanford), met in June 1975 to discuss issues relevant to life cycle aspects of earnings and labor supply. Among the topics covered were (1) theoretical issues in life-cycle analysis, including models of earnings, labor supply, occupational and geographical mobility, and other aspects of male labor force behavior in the United States in the twentieth century, and (2) empirical issues in life-cycle analysis, including various techniques and models used in extracting life-cycle information from cross-sectional and longitudinal studies. (Copies of the study group's report are available upon request.)

"The meaning of work, leisure, and retirement among middle-aged women." The focus of the fourth study group, also chaired by Mrs. Riley, which met in July 1975, was on the meaning of work and retirement among middle-aged women. The conference was designed to stimulate thinking, exchange of ideas, and research on a little-studied and relatively new phenomenon for most women: retirement from the workplace. The objectives of the study group were to discuss some limited data now at hand, to consider redefinitions of "work," "leisure," and "retirement," and to explore the relevance of these issues to future research and to several projected and current large-scale longitudinal studies.

"Occupational career analysis." Under the direction of Jack Ladinsky, a fifth study group was held in March 1976 to discuss such topics as the structure of occupational careers, definitions of careers, social-psychological correlates of occupational careers, and data and measurement requirements for the study of career trajectories. It is intended that the papers commissioned for this study group will be published.

"Life roles, life cycle, and social support." A sixth study group was convened by Robert Kahn at the end of May 1976 in order to discuss four substantive themes bearing on social support throughout the life cycle: (a) review on the empirical literature, (b) examination of conceptual and definitional problems, (c) consideration of problems of measurement and analysis, and (d) presentation and evaluation of research designs for the study of social support in the major life roles at different stages of the life cycle.

Achievements to Date

The committee enters its third year of operations in June 1976. As just described, the first two years might be seen as investing time and research efforts in locating active scholars, learning about the kinds of work being carried out, and in considering what the most important set of theoretical and substantive research questions might be. Although it is difficult to estimate progress in scouting and delineating a field of scientific development, the committee thinks that it is correct to report progress as follows. These statements are organized around four topics representing main goals of the committee.

Serving as an information center. Since the original funding application for the committee was drafted in 1973, there has been a rapid development of interest and growth in research on adult development. Several new textbooks on adult development have been published for use in new courses reflecting an interest in life cycle approaches to human development. Some 50 new studies of women's careers, focussing mainly on entry or reentry into the labor force, are currently in progress. New organizations have been established (e.g., the Work in America Institute), and established institutions have developed new programs oriented to the area of work and personality in midlife (e.g., the Clark Foundation). Finally, national committees such as the group on social and behavioral sciences of the President's Biomedical Panel continue to call attention to the middle years as an "under-researched" area in our knowledge of human development.

In this period of rapid growth, the importance of a network center is especially great where the scholars come from diverse disciplines and interests and do not read the same scientific journals. In serving as a network center, the committee has collected information on the research interests and activities of a few hundred scholars in this field, has put them in touch with each other, and has distributed materials of mutual interest to them. In addition, Dr. Abeles and Dr. Brim have received many letters of inquiry to which they have made personal replies going beyond the simple distribution of information and more in the way of criticisms of work in progress and consultation on future research plans. Thus, the committee has helped to establish an "invisible college" of colleagues and it believes that advances in studying in the middle years will be substantially increased because of this.

Defining the field of inquiry. The activities of the committee are directed in large part to providing theoretical organizations for research on midlife work and personality. In a following section of this proposal, publications resulting from the committee's activities are listed. While this formal mechansim for dissemination of knowledge is important, informal mechanisms and influences stemming from the committee's existence are of

equal importance in structuring a field of inquiry.

Committee members and participants in its activities have described on several occasions the ways in which the committee has altered or influenced the direction of their research interests to deal more directly with issues of midlife. For example, among committee members, one can cite David Hamburg's increased interest in hormonal changes in males in midlife, and Robert Kahn's developing interest in midlife transitions and social support systems. Among non-committee members, there are several examples that can be quoted: A psychoanalyst wrote,

> "I found the conference to be stimulating and encouraging. I cannot think of another arrangement that could have better fit my needs at the time. The mere fact that others were interested and assembled and working on the problem in a multitude of ways made me re-think my own position -- in fact, I went home and wrote a theoretical paper on adult development."

An anthropologist stated,

> "My thinking, and seminars, have been focused mainly on interpersonal aspects of development in the middle years. The workshop has set me to reconsidering my relative neglect of macrosocial and institutional factors. I've revamped seminar plans for next term to allow for these to a greater extent, and I suspect that I'll be expanding that line of inquiry in future years."

And an economist noted,

> "The whole conversation stimulated my own thinking about possible approaches to work history analysis. I realize that what I want to do now is to identify typologies of work in different generations of women (at different educational levels, perhaps, and for different professions)."

Besides influencing the direction of work of established scholars, the committee's existence serves to "legitimize" topics in the behavioral sciences so that younger scholars and graduate students may be somewhat freer to develop these interests. The committee believes that a number of Ph.D. dissertations have been changed from their original conceptions toward work in this area as a result of learning about the committee's activities. Moreover, as a result of their participation in committee activities, many scholars are encouraging work by their graduate students on topics dealing with the midlife. More directly, three doctoral students, who have been supported to varying degrees as research assistants to the committee chairman, are now writing

doctoral dissertations directly related to the activities of the committee.

Finally, as was stated in the June 1973 proposal, it was hoped that specific projects developed or stimulated by the committee might be directly supported through regular research grant programs of federal and private agencies and that foundations might develop an interest in funding projects in the area of work and personality in the middle years. It is evident that this is occurring. For example, the Foundation for Child Development and the Russell Sage Foundation have developed program interests as a result of foundation staff participation in the committee's activities. In addition, committee staff have consulted at various times with the Clark Foundation, the Burden Foundation, and the Ford Foundation on their expanding programs of support in this area.

International activities. While the committee has made contact with about 20 non-U.S. scholars currently working in the area of interest to the committee, it expects to expand the development of international activities in several ways. First, the forthcoming conference under the direction of committee member Robert A. LeVine on "The Cultural Phenomenology of Adulthood and Aging" will bring together behavior scientists specializing primarily in developing countries.

Second, following on its successful identification of archival data (at the Institute for Social Research, University of Michigan) justifying secondary analyses with respect to the midlife period, the committee intends to undertake similar appraisals of survey research archives in other countries.

Third, the committee members have made presentations on such occasions as the meetings of the Committee on Work of the International Sociological Association, the International Gerontological Association, and the International Society for the Study of Behavioral Development. The committee hopes to step up its participation rate and, hence, increase the range of non-U.S. scholars with whom it has contact.

Social policy planning. Specific attention to the implications for social policy was viewed in the original five-year proposal as coming rather late in the committee activities toward the end of that period. Nothing systematic, by way of conferences or commissioned papers, has yet been undertaken. However, either Dr. Brim or Dr. Abeles have consulted on several occasions with representatives of policy-oriented committees or institutions.

Publications

Andrisani, Paul, and Ronald P. Abeles. Work Experience and Internal vs. External Control: Age and Race Differences. Paper presented at the American Psychological Association, Washington, D.C., 1976.

Andrisani, Paul, and Ronald P. Abeles. Attitude Development and Work Experience during the Middle Years. Paper presented at the American Psychological Association, Washington, D.C., 1976.

Barton, Elizabeth M., Judy K. Plemons, Sherry L. Willis, and Paul B. Baltes. "Recent findings on adult and gerontological intelligence: Changing a stereotype of decline." American Behavioral Scientst, 1975, 19(2): 224-236.

Brim, Orville G., Jr. The Sense of Personal Control over One's Life. Paper presented at the American Psychological Association, New Orleans, September 1974.

Brim, Orville G., Jr. Life Span Development of the Theory of Oneself. Invited address to the International Society for the Study of Behavioral Development, University of Surrey, Surrey, United Kingdom, July 1975.

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Kramer, Morton, and Richard Redick. Epidemiological Indices in the Middle Years. Unpublished commissioned manuscript, 1974.

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Riley, M. W. Social Change and Social Roles. Paper presented at the International Gerontological Society, Jerusalem, 1975.

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Waring, Joan M. "Social replenishment and social change." American Behavioral Scientist, 1975, 19(2): 237-256.

Committee Members and SSRC Staff, 1972-1976

Orville G. Brim, Jr.
Committee Chairman
Foundation for Child Development
(1972-)

Paul B. Baltes
Pennsylvania State University
(1974-)

Victor R. Fuchs
National Bureau of Economic Research
(1972-1976)

Janet Z. Giele
Radcliffe Institute
(1975-)

David A. Hamburg
Institute of Medicine
National Academy of Sciences
(1972-)

Robert L. Kahn
University of Michigan
(1972-)

Jack Ladinsky
University of Wisconsin
(1972-)

Robert A. LeVine
Harvard University
(1972-)

Gardner Lindzey
Center for Advanced Study in the Behavioral Sciences
(1972-)

Matilda White Riley
Bowdoin College and Russell Sage Foundation
(1972-)

Harriet Zuckerman
Columbia University
(1972-1974)

Ronald P. Abeles
Staff Associate
Social Science Research Council
(1974-)

David Statt
Staff Associate
Social Science Research Council
(1972-1974)

May 1974

COMMITTEE ON WORK AND PERSONALITY IN THE MIDDLE YEARS

Social Science Research Council

List of Papers Received:
Part I

Academy for Educational Development. Descriptive brochure of organization.

"Annotated Bibliography on Middle Adults" (November 1968)

Antonovsky, Aaron, "Conceptual and Methodological Problems in the Study of Resistance Resources and Stressful Life Events," paper presented at the Conference on Stressful Life Events: Their Nature and Effects, held on June 4-7, 1973 at The University Center and Graduate School of City University of New York.

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Social Science Research Council

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